

CANDICE PIPPIN BODKIN

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ACADEMIC APPOINTMENTS

Assistant Professor. Georgia Southern University, Department of Public & Nonprofit Studies. (2016- present)

Adjunct Instructor. University of North Carolina at Chapel Hill, School of Government. (2015-2016).

EDUCATION

Doctor of Philosophy in Public Administration, North Carolina State University, 2016.
Dissertation Title: *Public Sector Mentoring: An Analysis of Mentor-Protégé Relationships and Their Effects n Outcomes* Committee: James Swiss (Chair), Branda Nowell, Jerrell Cogburn, G. David Garson.

Master of Public Administration, North Carolina State University, 2012.

Master of Education, Secondary Social Studies Education, University Florida, 2006.

Bachelor of Arts, Political Science and Anthropology, University of Florida, 2005.

RESEARCH INTERESTS

Local Government Management, Gender and Diversity in the Public Sector, Strategic Human Capital Management, Public and Nonprofit Management

PUBLICATIONS

Refereed Articles

Nowell, B., **Bodkin, C.P.**, & Bayoumi, D. (2017) Redundancy in Disaster Response Systems: A Pathway to Resilience or a Recipe for Disaster? *Journal of Contingencies and Crisis Management*, 25 (3), 123-135.

Works Under Review

Bodkin, C.P., & Fleming, C.J. Supporting Women's Path the Academe: An Examination of Family-Friendly Policies in Public Affairs Doctoral Programs. (Revise & resubmit)

Fleming, C.J., & **Bodkin, C.P.** Citizen Judgement of Rule Breaking in City Hall: An Experimental Investigation on the Roles of Violation Motives and Demographic Factors.

Other Publications

Bodkin, C. (2014). Shared Leadership Learning Mentoring Program. Evaluation report prepared for City of Charlotte Human Resources, Division of Employee Development

Nowell, B., & **Bodkin, C.P.** (2013). ISSP Final Year Evaluation: Outcomes, Lessons Learned, and Future Directions. Evaluation report prepared for the Immigrants Seeking Safety Project (Interact of Wake County)

Banks, A., **Bodkin, C.P.**, and Heissel, J. (2011). Evaluating the Effectiveness of the North Carolina Virtual Public Schools System. Research report prepared for the North Carolina Department of Public Instruction.

Banks, A., **Bodkin, C.P.**, and Heissel, J. (2011). Teacher Working Conditions and Turn-Around Efforts in Low Achieving Schools: What Works. Research report prepared for the North Carolina Department of Public Instruction.

Banks, A., **Bodkin, C.P.**, and Heissel, J. (2011). Charter Schools That Work: Policies & Practices of Effective High-Quality Charters. Research report prepared for the North Carolina Department of Public Instruction.

Bodkin, C.P., Bodkin, M., Caldwell, D., and Sanyer, P.. (2011) Raleigh Fire Department Fire Responders Program. Evaluation Report prepared for the City of Raleigh Fire Department

Works In Progress

Stewart, A, Kuenzi,K., & **Bodkin, C.P.** Does Mentoring Matter? An Examination of Mentoring Relationships of Nonprofit Executives.

Bodkin, C.P. Who Engages in Mentoring at Work? An Examination of Mentors and Protégés in Local Government.

Bodkin, C.P., & Fleming, C.F. Ascending to Managerhood: An Examination of the Career Paths of Local Government Executives

Fleming, C.F., & **Bodkin, C.P.** Counties are From Mars, Cities are From Venus: An Examination of Interlocal Agreements in City/County Dyads

Bodkin, C.P. Building for the Future: Increasing Human Capital and Management Capacity in Municipal Governments through Formal Mentoring Programs.

CONFERENCES & PRESENTATIONS

- Fleming, C.J., & **Bodkin, C.P.** (September, 2019). "Public Judgment of Corruption in City Hall: Experimental Evidence of the Roles of Demographic Factors and Congruence" at Midwest Public Affairs Conference (MPAC), Indianapolis, IN.
- Fleming, C.J., & **Bodkin, C.P.** (June, 2019). "Citizen Judgement of Misbehaving in City Hall: Experimental Evidence of the Role of Demographic Factors and Behavioral Intentions" at Public Management Research Conference (PMRC), Chapel-Hill, NC.
- Bodkin, C.P.**, & Fleming, C.J. (March, 2019). "Ascending to Managerhood: An Examination of the Career Paths of Local Government Executives" at the American Society for Public Administration (APSA), Washington, D.C.
- Bodkin, C.P.**, & Fleming, C.J. (September, 2018). "Supporting Women's Path the Academe: An Examination of Family-Friendly Policies in Public Affairs Doctoral Programs" at the Southeastern Conference for Public Administration (SECOPA), Birmingham, AL.
- Fleming, C.J., & **Bodkin, C.P.** (September, 2018). "Citizen Judgement of Rule Breaking in City Hall: An Experiment of Race, Gender, Age, and Violation Motives" at the Southeastern Conference for Public Administration (SECOPA), Birmingham, AL.
- Bodkin, C.P.**, Kuenzi, K., & Stewart, A. (March, 2018). "Does Mentoring Matter? Investigating the Role of Mentoring in Nonprofit Leadership Development" at the American Society of Public Administration (ASPA), Denver, CO.
- Bodkin, C.P.**, & Clerkin, R. (November, 2016). "Nonprofit Leadership Challenges: A Framework for Inquiry" at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington, D.C.
- Bodkin, C.P.** (October, 2016). "Who Engages in Mentoring at Work? An Examination of Mentors and Protégés in Local Government" at the Southeastern Conference for Public Administration (SECoPA), Raleigh, NC.
- Bodkin, C.P.** (June, 2016). "Advancing Women in Local Government: A Dyadic Study of Mentoring Relationships" at the Public Management Research Conference (PMRC), Aarhus, Denmark.
- Bodkin, C.P.** (August, 2015). "Formal Mentoring in the Public Sector: What Produces Positive Outcomes?" at Section of Public and Non-Profits- Academy of Management (AOM) Annual Meeting, Vancouver, BC, Canada.

- Bodkin, C.P.**, & Camilleri, S. (November, 2014). "Mentoring Nonprofit Professionals: Building Leadership from Within" at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference, Denver, CO.
- Bodkin, C.P.** (November, 2014). "Building for the Future: Increasing Human Capital and Management Capacity in Municipal Governments through Mentoring" at the Association for Public Policy Analysis and Management (APPAM) Annual Conference, Albuquerque, NM.
- Nowell, B., **Bodkin, C.P.**, & Bayoumi, D. (August, 2014). "Redundancy in Disaster Response Systems: A Pathway to Resilience or a Recipe for Disaster?" at the Section of Public and Non-Profits- Academy of Management (AOM) Annual Meeting, Philadelphia, PA.
- Bodkin, C.P.**, & Camilleri, S. (September, 2013). "Mentoring in the Public Sector: Can Formal Mentoring Programs Improve Career Outcomes and Performance of Female Public Managers?" at the Southeastern Conference for Public Administration (SECoPA) Annual Meeting, Charlotte, NC.
- Bodkin, C.P.**, & Fleming, C.J. (August, 2013). "Gulick Revisited, Again: Investigating Drivers of Span of Control in North Carolina Public Schools" at the Section of Public and Non-Profits- Academy of Management (AOM) Annual Meeting, Lake Buena Vista, FL.

Discussant

- 2015 "Linking Organizational Performance, Leadership, and Strategy in the Policy Context" - Association for Public Policy Analysis and Management (APPAM) Annual Conference, Miami, FL

Chair

- 2014 "Leadership in Public and Nonprofit Organizations", Academy of Management Annual Meeting, Philadelphia, August 1-5

TEACHING EXPERIENCE

Georgia Southern University

Masters

- **Foundations of Public Administration** (PBAD 7631), Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2020
- **Survey of Public Administration** (PBAD 8131) Fall 2016
- **Public and Nonprofit Management** (PBAD 8132), Spring 2017, Spring 2018
- **Diversity in Public Sector Organizations** (PBAD 7333), Spring 2017, Spring 2019

- **Public Human Resource Management** (PBAD 7430), Fall 2017, Fall 2018, Fall 2019
- **Local Government Management** (PBAD 7331), Spring 2018, Spring 2020
- **Capstone Seminar** (PBAD 7638), Fall 2018

Undergraduate

- **Introduction to Public Administration** (PBAD 3231), Fall 2017, Summer 2018
- **Human Capital Management** (PBAD 4233), Summer 2019, Spring 2020
- **Policy Process and Democracy** (PBAD 3333), Fall 2019

University of North Carolina at Chapel Hill

Masters

- **Strategic Human Resource Management** (PUBA 723), Spring 2015, Summer 2015, Fall 2015, Spring 2016

North Carolina State University

Undergraduate

- **Education Policy** (PS 398), Spring 2015, Spring 2016
- **Research Methodology of Political Science** (PS 371), Fall 2014

Teaching Assistant

- **Race and U.S. Politics** (PS 303)
- **Campaigns and Elections** (PS 302)
- **Introduction to Public Leadership** (LPS 200)
- **Diversity and Leadership in the Public Sector** (PS 298)

RESEARCH & PROFESSIONAL EXPERIENCE

Research Assistant, Institute for Nonprofits, North Carolina State University, 2015-2016.

Research Assistant, Fire Chasers- Improving Community Response to Wildfire Project, Branda Nowell, 2012- 2014.

6th Grade Math Teacher, KIPP Austin College Prep, Austin, TX, 2007-2010.

Social Studies and American Sign Language Teacher, Williston High School, Williston, FL, 2005- 2007.

EVALUATION PROJECTS, CONSULTING & GRANTWRITING

NC State University State Club Dining (2015) Membership survey and recommendation report to grow membership (\$8,000)

Advancing Workforce Education (2014) Department of Labor TAACCCT Grant prepared for Consortium of Sandhills Community College, Central Carolina Community College, and Montgomery Community College (\$10,000,000- not funded)

Shared Leadership Learning Mentoring Program (2014) Evaluation for City of Charlotte Human Resources, Organizational Development

American Society of Crime Lab Directors/ Laboratory Accreditation Board (2014)
Evaluation of Accreditation Programs (\$5,000)

Interact of Wake County (2013) Evaluation of Immigrants Seeking Safety Project (\$10,000)

City of Raleigh Fire Department (2011) Evaluation of First Responders Program

SERVICE

Profession

Member, ICMA Advisory Board on Graduate Education, 2019

Committee member, Kline Paper Award for best Masters student paper, SECOPA, 2019

Conference manuscript reviewer, Academy of Management, Public & Nonprofit Division, 2014-2018

Chair, Diversity in PNP Workplaces, Academy of Management Annual Meeting, Atlanta, August 2017

Discussant, Linking Organizational Performance, Leadership, and Strategy in the Policy Context, Association for Public Policy Analysis & Management (APPAM) Conference, November, 2015

Chair, Leadership in Public and Nonprofit Organizations, Academy of Management Annual Meeting, Philadelphia, August 2014

Journal Manuscript Reviewer

American Review of Public Administration (ARPA)

Journal of Public and Nonprofit Affairs (JPNA)

Public Administration Review (PAR)

Review of Public Personnel Administration (ROPPA)

College Service

Member, College of Behavioral and Social Sciences, Diversity and Inclusion Ad Hoc Committee, 2019

Alternate, College of Behavioral and Social Sciences, Curriculum Committee (alternate), 2019

Member, College of Behavioral and Social Sciences, College By-Laws Committee, 2018

Member, College of Behavioral and Social Sciences, Technology Committee, 2018

Alternate, College of Behavioral and Social Sciences, Faculty Executive Committee, 2018

Department Service

Faculty Advisor, MPA Student Association, 2018-present

Faculty Advisor, ICMA Student Chapter, 2018- present

Member, MPA Admissions Committee, 2017- 2019

Member, Public Administration Search Committee, Department of Public & Nonprofit Studies (2 positions), 2018

Member, Comprehensive Exam Committee, 2016-present

North Carolina State University

President- Pi Alpha Alpha National Honor Society, 2012- 2016

Faculty Search Committee Member- Public Budgeting and Finance position, Department of Public Administration, 2014

Graduate Student Library Representative, Department of Public Administration, 2013-2014

Editor, NC State MPA and SPIA Alumni Newsletters, 2010-2 013

PROFESSIONAL DEVELOPMENT

NASPAA Annual Conference, Atlanta 2018- Attended conference with workshops on topics related to teaching Public Administration, including: 1) Incorporating diversity and inclusion into MPA curriculum, 2) Creating and fostering local government partnerships, 3) Updating HR curriculum, and 4) Supporting small programs.

Georgia Southern University - Faculty Book Group - Teaching Students to Learn (Fall 2017)

Georgia Southern University- Center for Teaching & Technology - Folio Foundations and Folio Integrations courses in the following: 1) Build a learning module, 2) Gradebook and grading, 3) Respondus, 4) Kaltura, 5) Rubrics.

Georgia Southern University- Center for Teaching & Technology - New Faculty Symposia (2016- 2017): Attended workshops on the following: 1) Demonstrating teaching effectiveness, 2) Engaging in the scholarship of teaching and learning, 3) Writing to Learn, 4) Developing critical thinking skills, and 5) Google Apps for teaching.

Georgia Southern University – Center for Teaching & Technology – Teaching and Developing Online Courses Certificate (2016).

PROFESSIONAL MEMBERSHIPS

International City/County Managers Association (ICMA)

Public Management Research Association (PMRA)

American Society for Public Administration (ASPA)

Academy of Management (AOM)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

Pi Alpha Alpha Honor Society